

## NAF PAY SYSTEM

## PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 8, 2016, are as follows: Average increases of 18 cents (1.8 percent) for Level 1 and 23 cents (1.8 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

## SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	908	10.80	21.71	7.25
CASHIER-CHECKER	984	9.12	15.00	7.25
CUSTOMER SERVICE ASST	127	8.99	11.40	7.25
OFFICE CASHIER	11	10.87	14.98	7.75
RECREATION ATTENDANT	26	9.38	11.00	8.25
DESK CLERK	47	10.04	12.35	9.00
<b>NF - 2</b>				
HEAD SALES PERSON	147	13.21	20.27	8.50
STORE DETECTIVE	24	11.80	15.53	9.00
HEAD CUSTOMER SVC ASST	64	13.82	14.80	9.40
SECRETARY	25	12.27	19.95	9.50
ACCOUNTING TECHNICIAN	40	14.09	17.11	11.65
<b>NF - 3</b>				
DEPARTMENT MANAGER	206	15.98	22.63	12.79

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, Virginia  
 ORDER DATE : May 3, 2016  
 SURVEY : #031/032-57